

A. IF A STATE IS IN THE FIRST YEAR OF THEIR 2-YEAR CYCLE, THE STATE IS REQUIRED TO SUBMIT THE MOST RECENTLY APPROVED COMPLETE SQSP PACKAGE. A COMPLETE SQSP PACKAGE WILL INCLUDE THE TRANSMITTAL LETTER, BUDGET WORKSHEETS/FORMS, STATE PLAN NARRATIVE, CAPS (INCLUDING THE MILESTONES AND THE COMPLETION DATE FOR EACH MILESTONE), THE UI IAP, ORGANIZATIONAL CHART, AND THE SQSP SIGNATURE PAGE. ONE OF THE KEY GOALS FOR THE UI PROGRAM IS TO ENSURE THAT CLAIMANTS ARE ABLE TO SUCCESSFULLY RETURN TO WORK. AS SUCH, THE SQSP STATE PLAN NARRATIVE MUST PROVIDE A DISCUSSION OF THE PLAN COORDINATION WITH OTHER WIOA COMBINED PLAN PROGRAMS TO ENSURE A COORDINATED EFFORT AND INTEGRATED SERVICE DELIVERY.

Idaho is in the first year of the 2-year cycle as such the required documents are submitted in the appropriate sections.

B. IF A STATE IS IN THE SECOND YEAR OF THE 2-YEAR CYCLE, THE STATE IS REQUIRED TO SUBMIT THE MOST RECENTLY APPROVED COMPLETE SQSP PACKAGE WITH A MODIFICATION THAT MUST INCLUDE THE TRANSMITTAL LETTER, BUDGET WORKSHEETS/FORMS, ORGANIZATIONAL CHART, AND THE SQSP SIGNATURE PAGE. THE MODIFICATION MAY ALSO INCLUDE CAPS FOR NEW IDENTIFIED PERFORMANCE DEFICIENCIES, AND ANY REQUIRED MODIFICATIONS TO EXISTING CAPS. THE CAP MUST LIST BOTH SPECIFIC MILESTONES FOR KEY CORRECTIVE ACTIONS OR IMPROVEMENT ACTIVITIES, AND THE COMPLETION DATE FOR EACH MILESTONE.

Idaho is in the first year of the 2-year cycle as such the required documents are submitted in the appropriate sections.

2. SUBMIT THE REQUIRED OFF-YEAR SQSP COMPONENTS AS A MODIFICATION TO THE COMBINED STATE PLAN ON THE SAME CYCLE AS THE REGULAR SQSP PROCESS WHICH MUST BE APPROVED BY SEPTEMBER 30TH EACH YEAR

Idaho is in the first year of the 2-year cycle as such the required documents are submitted in the appropriate sections.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

(OMB Control No. 1205-0040)

A. ECONOMIC PROJECTIONS AND IMPACT

1. DISCUSS LONG-TERM PROJECTIONS FOR JOBS IN INDUSTRIES AND OCCUPATIONS IN THE STATE THAT MAY PROVIDE EMPLOYMENT OPPORTUNITIES FOR OLDER WORKERS. (20 CFR 641.302(D)) (MAY ALTERNATIVELY BE DISCUSSED IN THE ECONOMIC ANALYSIS SECTION OF STRATEGIC PLAN.)

The ICOA's long term senior employment strategies focus on the Workforce Development Council's four main industry sectors (i.e., "supersectors"): Below is the number of jobs per targeted industry and the growth over the past six y

SCSEP Table 1: Workforce Development Council's Target Industries

Supersectors	2010	2020	2022	2010-20, Numeric Change	2020-22, Numeric Change	2020-22, Percent Change (Percent rounded to the nearest percentage)
Construction	31,200	55,900	66,000	24,700	10,100	18%
Education and health services	83,100	112,600	121,500	29,500	8,900	8%
Professional and business services	75,600	98,700	107,600	23,100	8,900	9%
Leisure and hospitality	57,900	75,300	89,100	17,400	13,800	18%

The occupations identified as high demand provide the data needed for ICOA and Easterseals-Goodwill to develop and recruit specific organizations to consider employing individuals 55+. The Top Ten High-Demand Occupations by annual openings is identified below.

SCSEP Table 2: Top Ten High-Demand Occupations by Annual Openings

Occupation	2020 Employment	2030 Projected Employment	Total Annual Openings (2022)	Median Hourly Wage
Retail Salespersons	25,032	27,128	6,129	\$16.75
Cashiers	17,708	18,545		\$13.25
Waiter and Waitresses	12,576	14,730		\$14.59
Customer Service Representatives	18,409	20,478	6,594	\$17.95
Food Preparation and Serving Workers, Including fast Food	14,803	17,243	348	\$13.42
Farmers, Ranchers, and Other Agricultural Managers	8,828	9,971	205	\$34.85
Office Clerks, General	18,336	21,206	891	\$17.50
General and	14,152	16,331	3,431	\$37.84

Occupation	2020 Employment	2030 Projected Employment	Total Annual Openings (2022)	Median Hourly Wage
Operations Managers				
Registered Nurses	15,352	18,402	8,922	\$37.79
Heavy and Tractor-Trailer Truck Drivers	14,440	15,403	3,519	\$24.48

* Annual Openings include openings due to growth and replacement needs

SOURCE: Idaho Department of Labor: lmi.idaho.gov/occupations-in-demand

2. DISCUSS HOW THE LONG-TERM JOB PROJECTIONS DISCUSSED IN THE ECONOMIC ANALYSIS SECTION OF STRATEGIC PLAN RELATE TO THE TYPES OF UNSUBSIDIZED JOBS FOR WHICH SCSEP PARTICIPANTS WILL BE TRAINED AND THE TYPES OF SKILL TRAINING TO BE PROVIDED. (20 CFR 641.302(D))

SCSEP Table 3: High Demand Jobs and Active Training Host Sites

Host Agency Types	Number of Active Sites	High Demand Skill Sets
Social Assistance	12	Customer Service Representatives, Office Clerks, Administrative Assistants
Stores	3	Customer Service Representatives, Office Clerks, Administrative Assistants, Maintenance and Repair Workers
Meal Sites/Food Banks	1	Customer Service Representatives, Office Clerks, Administrative Assistants
Senior Center	3	Customer Service Representatives, Office Clerks, Administrative Assistants

Source: Grantee Performance Management System (GPMS), Idaho SCSEP

In addition, SCSEP participants have access to online training certifications for Customer Service Representative, Essential Entry-Level Workplace and Clerical Skills, Supervisor/Manager, Essential Entry-Level Work Skills, Essential Medical Office Skills, Administrative Assistant, and Sales Representative.

3. DISCUSS CURRENT AND PROJECTED EMPLOYMENT OPPORTUNITIES IN THE STATE (SUCH AS BY PROVIDING INFORMATION AVAILABLE UNDER §15 OF THE WAGNER-PEYSER ACT (29

U.S.C. 491-2) BY OCCUPATION), AND THE TYPES OF SKILLS POSSESSED BY ELIGIBLE INDIVIDUALS. (20 CFR 641.325(C))

In the table below, ICOA utilized the Wagner-Peyser Act statistical information to identify projected senior employment opportunities for the targeted occupation based on senior education level. ICOA's SCSEP contractor provides seniors with training to compete in the marketplace for these occupations.

TABLE 4 Targeted Occupations	2024 Projected Employment	Annual Openings*	Wage	Education	Senior Education 65+
Retail Sales Person	26,814	1,221	\$11.04	LHS	29,020
Cashier	16,825	820	\$9.36	LHS	29,020
Waiter and Waitress	13,145	757	\$8.90	LHS	29,020
Customer Service Representative	19,646	738	\$13.71	HDE	71,167
Combined Food Preparation and Serving Workers, Including fast Food	14,538	704	\$8.92	LHS	29,020
Farmers, Ranchers, and Other Agricultural Managers	17,983	607	\$28.72	HDE	71,167
Office Clerks, General	17,409	558	\$13.70	HDE	71,167
General and Operations Manager	14,244	556	\$31.53	BD	34,808
Registered Nurses	14,357	524	\$29.90	BD	71,167
Heavy and Tractor-Trailer truck Drivers	16,322	508	\$18.33	PHDA	71,167

2012-2016 American Community Survey 5-year Estimates - Table B15001. No formal educational credential includes two groups: less than 9th grade and 9th to 12th grade, no diploma. Note: Education level data from Bureau of Labor Statistics. Source: 2014-2024 Occupational & Industry Projections Released November 2016, Idaho Department of Labor, Communications & Research. Source: 2012-2016 American Community Survey 5-year Estimates released December 7, 2017, February 15, 2018.

B. SERVICE DELIVERY AND COORDINATION

1. A DESCRIPTION OF ACTIONS TO COORDINATE SCSEP WITH OTHER PROGRAMS. THIS MAY ALTERNATIVELY BE DISCUSSED IN THE STATE STRATEGIES SECTION OF THE STRATEGIC PLAN, BUT REGARDLESS OF PLACEMENT IN DOCUMENT, MUST INCLUDE:

A. PLANNED ACTIONS TO COORDINATE ACTIVITIES OF SCSEP GRANTEEES WITH WIOA TITLE I PROGRAMS, INCLUDING PLANS FOR USING THE WIOA ONE-STOP DELIVERY SYSTEM AND ITS PARTNERS TO SERVE INDIVIDUALS AGED 55 AND OLDER. (20 CFR 641.302(G), 641.325(E))

Strategy: ICOA collaborated with one-stop partners to develop a Memorandum of Understanding outlining roles and responsibilities. ICOA will continue to uphold the statutes developed in the MOU for the upcoming WIOA State Plan.

Planned Actions:

- This Memorandum of Understanding includes referral information between SCSEP, the Idaho Department of Labor, the Idaho Division of Vocational Rehabilitation, the Idaho Commission for the Blind and Visually Impaired, the Idaho Division of Career and Technical Education, and the Department of Health and Welfare.
- IDOL will plan to provide Adult and Dislocated Worker Program training to ICOA's SCSEP contractor.
- ICOA has built the agreement roles and responsibilities into statewide contractor reviews. These reviews will be conducted on an ongoing basis between ICOA and its subrecipient, Easterseals-Goodwill.

B. PLANNED ACTIONS TO COORDINATE ACTIVITIES OF SCSEP GRANTEEES WITH THE ACTIVITIES BEING CARRIED OUT IN THE STATE UNDER THE OTHER TITLES OF THE OLDER AMERICANS ACT (OAA). (20 CFR 641.302(H))

Strategy: ICOA will continue coordinating employment resource sharing between ICOA's SCSEP contractor and the Area Agencies on Aging's (AAAs).

Planned Actions:

- SCSEP participants have the opportunity to participate in services and/or gain information available through their local AAA's such as administrative assistants, food service, health care, housing, recreation, and social service agencies. SCSEP Employment Specialists can meet with the AAA directors in each of ICOA's six planning and service areas.
 - ICOA's SCSEP contractor will provide eligibility training and establish referral protocols with the AAAs and coordinate regional resources and outreach activities. Training can be conducted by ICOA and/or ESGW staff.

C. PLANNED ACTIONS TO COORDINATE SCSEP WITH OTHER PRIVATE AND PUBLIC ENTITIES AND PROGRAMS THAT PROVIDE SERVICES TO OLDER AMERICANS, SUCH AS COMMUNITY AND FAITH- BASED ORGANIZATIONS, TRANSPORTATION PROGRAMS, AND PROGRAMS FOR THOSE WITH SPECIAL NEEDS OR DISABILITIES. (20 CFR 641.302(I))

Strategy (Private Agencies): ICOA will coordinate information sharing with the following WIOA Advisory Groups for resource sharing and outreach via phone, email, and/or in-person meetings:

- Title I - Adult, Dislocated, and Youth Programs
- Title II - Adult Education and Family Literacy Programs
- Title III - Wagner-Peyser/Employment Services
- Title IV-Vocational Rehabilitation
- Vocational Rehabilitation Services in Idaho are provided through two agencies: The Idaho Division of Vocational Rehabilitation and the Idaho Commission for the Blind and Visually Impaired
- Combined Plan Partner - Jobs for Veterans State Grant Program
- Combined Plan Partner - Trade Adjustment Program
- One-Stop Partner - Unemployment Insurance
- One-Stop Partner - Carl D Perkins and Career-Technical Education
- One-Stop Partner - Community Development Block Grant
- One-Stop Partner - TANF & SNAP
- One-Stop Partner - Idaho Commission for the Libraries

Additional collaboration will be coordinated with ICOA's stakeholders such as, but not limited to: senior meal sites, home delivered meal services, tribal leaders, Commodity Supplemental Food Program (CSFP) partners, and other AAA-contracted programs

Planned Actions:

- ICOA will plan to collaborate with WIOA Advisory Group partners to share information about the SCSEP program within their internal and external stakeholders
- ICOA will connect ESGW's employment specialists and/or other support staff with ICOA's six contracted Area Agencies on Aging (AAA) across the state to conduct training about SCSEP. Additionally, ICOA will refer
- ICOA's SCSEP contractor will provide training in regard to conducting referrals to WIOA partners and the Centers for Independent Living. This training will focus on referral coordination and meeting participants' supportive service needs, such as, transportation, caregiver support, congregate meals and health promotions.

D. PLANNED ACTIONS TO COORDINATE SCSEP WITH OTHER LABOR MARKET AND JOB TRAINING INITIATIVES. (20 CFR 641.302(J))

Strategy: Through collaboration with the State WIOA Advisory Group (IDOL, Division of Career-Technical Education, Vocational Rehabilitation, Commission for the Blind and Visually Impaired and ICOA), ICOA will promote job training initiatives through ICOA's SCSEP contractor, the Area Agencies on Aging and the Centers for Independent Living.

Planned Actions:

- ICOA will continue participating in the quarterly State WIOA Advisory Group meetings to ensure strategies are being implemented throughout Idaho.
- ICOA will distribute job training initiatives to local ICOA's SCSEP contractor offices, Area Agencies on Aging and Centers for Independent Living for implementation.

E. ACTIONS TO ENSURE THAT SCSEP IS AN ACTIVE PARTNER IN THE ONE-STOP DELIVERY SYSTEM AND THE STEPS THE STATE WILL TAKE TO ENCOURAGE AND IMPROVE COORDINATION WITH THE ONE-STOP DELIVERY SYSTEM. (20 CFR 641.335)

Strategy: ICOA has worked with the Idaho Department of Labor to develop a standardized Memorandum of Understanding between state organizations and contracted providers.

Planned Actions:

- As needed, ICOA will continue to work with partners to standardize requirements to be incorporated into regional and local Memorandums of Understanding.

F. EFFORTS TO WORK WITH LOCAL ECONOMIC DEVELOPMENT OFFICES IN RURAL LOCATIONS.

Strategy: ICOA's SCSEP contractor will continue to conduct SCSEP outreach to economic development offices located in rural counties with persistent underemployment.

Planned Actions:

ICOA's SCSEP contractor will continue to provide SCSEP outreach to local economic development offices in rural counties with persistent underemployment: Bonneville, Boundary, Cassia, Clearwater, Elmore, Franklin, Fremont, Jefferson, Jerome, Kootenai, Lemhi, Minidoka, Nez Perce.

2. THE STATE'S LONG-TERM STRATEGY FOR ENGAGING EMPLOYERS TO DEVELOP AND PROMOTE OPPORTUNITIES FOR THE PLACEMENT OF SCSEP PARTICIPANTS IN UNSUBSIDIZED EMPLOYMENT. (20 CFR 641.302(E)) (MAY ALTERNATIVELY BE DISCUSSED IN THE STATE STRATEGIES SECTION OF STRATEGIC PLAN.)

Strategy: Out of the four Workforce Development Council targeted industries (Advanced Manufacturing, High Tech, Health Care, and Power & Energy), ICOA will focus on increasing the two highest growth sectors - Health Care and Advanced Manufacturing.

Planned Actions:

ICOA's SCSEP contractor will recruit nonprofit Health Care and Advanced Manufacturing organizations to participate as Host Agencies and/or prospective employers and prepare participants to compete for these job positions. Due to internal organizational changes with ICOA's SCSEP contractor, ICOA will work with to obtain monthly business outreach information to identify business recruitment activities and how to improve outreach efficacy.

3. THE STATE'S LONG-TERM STRATEGY FOR SERVING MINORITY OLDER INDIVIDUALS UNDER SCSEP. (20 CFR 641.302 (C))

Strategy: ICOA evaluates SCSEP labor and management reports and develops strategies to increase minority participation.

Planned Actions:

ICOA will work with regional one-stop offices and ICOA’s SCSEP contractor to address low minority participation as identified in the SCSEP management and USDOL’s SCSEP State minority reports.

4. A LIST OF COMMUNITY SERVICES THAT ARE NEEDED AND THE PLACES WHERE THESE SERVICES ARE MOST NEEDED. SPECIFICALLY, THE PLAN MUST ADDRESS THE NEEDS AND LOCATION OF THOSE INDIVIDUALS MOST IN NEED OF COMMUNITY SERVICES AND THE GROUPS WORKING TO MEET THEIR NEEDS. (20 CFR 641.330)

Strategy: ICOA will develop strategies connecting individuals who are most in need with community services in the Targeted Industry.

Planned Actions:

o ICOA’s SCSEP contractor will identify non-profit/governmental Host Agencies to provide individuals, who qualified for the SCSEP program, the training needed to compete for jobs in the Workforce Development Council Targeted Industries. The target locations are those counties that are not meeting equitable distribution levels.

SCSEP Table 5: Community Job Service Needs

Non-profit or Governmental Host Agencies that meet community service training needs	Targeted Industries
Warehouses (shipping and receiving), Thrift stores, Correctional Industries, Restore, Habitat for Humanity	Advanced Manufacturing
Technical Businesses, Universities, City, County and State Governments	High Tech
Hospitals, Home Health Companies Doctor Offices, non-profit clinics (i.e. Terry Reilly)	Health Care
Utility Organizations	Power and Energy

5. THE STATE’S LONG-TERM STRATEGY TO IMPROVE SCSEP SERVICES, INCLUDING PLANNED LONG-TERM CHANGES TO THE DESIGN OF THE PROGRAM WITHIN THE STATE, AND PLANNED CHANGES IN THE USE OF SCSEP GRANTEES AND PROGRAM OPERATORS TO BETTER ACHIEVE THE GOALS OF THE PROGRAM. THIS MAY INCLUDE RECOMMENDATIONS TO THE DEPARTMENT AS APPROPRIATE. (20 CFR 641.302(K))

Strategy: Participate with WIOA partners to align the SCSEP vision and mission with other agencies employment strategies.

Planned Actions:

As part of the WIOA’s State Plan Advisory Group, ICOA will coordinate SCSEP efforts with one-stop offices, develop on the job experience policy, coordinate statewide SCSEP resource training, promote job training initiatives, provide outreach to economic development offices, focus skill development on high job growth sectors, increase minority participation, and target service needs.

6. THE STATE’S STRATEGY FOR CONTINUOUS IMPROVEMENT IN THE LEVEL OF PERFORMANCE FOR SCSEP PARTICIPANTS’ ENTRY INTO UNSUBSIDIZED EMPLOYMENT, AND TO ACHIEVE, AT A MINIMUM, THE LEVELS SPECIFIED IN OAA SECTION 513(A)(2)(E)(II). (20 CFR 641.302(F))

Strategy: ICOA works closely with the SCSEP contractor to meet or exceed “Employment Rate – 2nd Quarter after Exit” and “Employment Rate – 4th Quarter after Exit” levels. In the most recent program years (2021 and 2022), ICOA achieved the following rates:

PY 2021:

- Employment Rate – 2nd Quarter after Exit: 26.3%
- Employment Rate – 4th Quarter after Exit: 21.4%

PY 2022

- Employment Rate – 2nd Quarter after Exit: 22.2%
- Employment Rate – 4th Quarter after Exit: 13.6%

Planned Action:

- ICOA monitors the SCSEP contractor quarterly and develops strategies to meet USDOL’s annual goals.

SCSEP Table 7: Performance Measure

Program Year	PY 21	PY 21	PY 22	PY 22
Performance Measure	Goal	Performance	Goal	Performance
Common Measures Employment Rate – 2 nd Quarter after Exit	25.5%	26.3%	30.2%	22.2%
Common Measures Employment Rate – 4 th Quarter after Exit	19.8%	21.4%	22.8%	13.6%

C. LOCATION AND POPULATION SERVED, INCLUDING EQUITABLE DISTRIBUTION

1. A DESCRIPTION OF THE LOCALITIES AND POPULATIONS FOR WHICH PROJECTS OF THE TYPE AUTHORIZED BY TITLE V ARE MOST NEEDED. (20 CFR 641.325 (D))

Strategy: ICOA’s SCSEP contractor will meet the Equitable Distribution levels set by USDOL.

Planned Action: ICOA uses the USDOLS's Equitable Distribution level and determines the underserved areas to be targeted by the SCSEP contractor. Currently there are 17 counties that are underserved and 4 counties that are overserved.

SCSEP Table 8: SCSEP Authorized Positions by County

Urban and Rural Counties	2022 Authorized Positions	2022 Current Under Served (3 rd Quarter)	2022 Current Over Served (3 rd Quarter)
ADA (U)	3	-2	0
ADAMS (R)	0	0	0
BANNOCK (U)	0	0	1
BEAR LAKE (R)	0	0	0
BENEWAH (U)	0	0	0
BINGHAM (R)	0	0	0
BLAINE	0	0	0
BOISE (R)	0	0	0
BONNER (R)	2	0	1
BONNEVILLE (U)	2	-1	0
BOUNDARY (R)	1	-1	0
BUTTE (R)	0	0	0
CAMAS (R)	0	0	0
CANYON (U)	4	0	0
CARIBOU (R)	0	0	0
CASSIA (R)	1	-1	0
CLARK (R)	0	0	0
CLEARWATER (R)	2	0	1
CUSTER (R)	0	0	0
ELMORE (R)	1	-1	0
FRANKLIN (R)	1	-1	0
FREMONT (R)	1	-1	0
GEM (R)	1	0	0
GOODING (R)	1	0	0

Urban and Rural Counties	2022 Authorized Positions	2022 Current Under Served (3 rd Quarter)	2022 Current Over Served (3 rd Quarter)
IDAHO (R)	0	0	0
JEFFERSON (R)	2	-2	0
JEROME (R)	2	-2	0
KOOTENAI (U)	1	-1	0
LATAH (U)	1	0	0
LEMHI (R)	1	-1	0
LEWIS (R)	0	0	0
LINCOLN (R)	0	0	0
MADISON (U)	0	0	0
MINIDOKA (R)	3	-3	0
NEZ PERCE (U)	1	-1	0
ONEIDA (R)	0	0	0
OWYHEE (R)	2	-1	0
PAYETTE (R)	4	-4	0
POWER (R)	0	0	0
SHOSHONE (R)	2	0	0
TETON (R)	0	0	0
TWIN FALLS (U)	2	0	5
VALLEY (R)	1	-1	0
WASHINGTON (R)	2	-1	0

2. LIST THE CITIES AND COUNTIES WHERE THE PROJECT WILL BE CONDUCTED. INCLUDE THE NUMBER OF SCSEP AUTHORIZED POSITIONS AND INDICATE WHERE THE POSITIONS CHANGED FROM THE PRIOR YEAR.

- ICOA previously used data from www.scseped.org to identify changes in performance and areas that are underserved or have no positions. www.scseped.org is no longer a functioning website; therefore, USDOL sends each SCSEP state grantee their respective data for equitable distribution. ICOA will use this data when it becomes available annually by USDOL.

3. DESCRIBE CURRENT SLOT IMBALANCES AND PROPOSED STEPS TO CORRECT INEQUITIES TO ACHIEVE EQUITABLE DISTRIBUTION.

Strategy: ICOA will continue adhering to the developed policy to meet the USDOL's equitable distribution level and focus on increasing enrollment in the underserved areas.

Planned Action:

- Adhere to SCSEP policy that sets maximum participation levels and transition from overenrolled areas to underserved.
- The Policy has been submitted with the PY2018 grant and incorporated into the SCSEP contract.
- ICOA will work closely with the current national SCSEP grantee, Easterseals-Goodwill, to negotiate swaps for participant slots, if needed.

4. THE STATE'S LONG-TERM STRATEGY FOR ACHIEVING AN EQUITABLE DISTRIBUTION OF SCSEP POSITIONS WITHIN THE STATE THAT:

A. MOVES POSITIONS FROM OVER-SERVED TO UNDERSERVED LOCATIONS WITHIN THE STATE IN COMPLIANCE WITH 20 CFR 641.365.

Strategy: ICOA will analyze the state equitable distribution to determine the need to move authorized positions from the state to the federal program or vice versa.

Planned Action:

For counties in which there are underserved and/or overserved participants, ICOA will work with the federal SCSEP contractor in Idaho to determine if a position transfer would allow both programs to meet USDOL's goals. (Note: the current state and federal SCSEP contractor in Idaho is Easterseals-Goodwill. This relationship ensures that transfers between state and federal participants, or vice versa, are executed in a coordinated manner.

B. EQUITABLY SERVES RURAL AND URBAN AREAS.

Strategy: ICOA will ensure rural and urban counties are served equitably.

Planned Action:

- The ICOA will require the SCSEP contractor to follow and meet the equitable distribution formula released by the USDOL.
- The SCSEP contractor will conduct outreach to eligible host agencies that reside in rural areas to address underserved rural areas.

C. SERVES INDIVIDUALS AFFORDED PRIORITY FOR SERVICE UNDER 20 CFR 641.520. (20 CFR 641.302(A), 641.365, 641.520)

Strategy: The ICOA requires the SCSEP contractor to follow the service rule priority.

Planned Action:

- ICOA will monitor priority of service (65 Years of age or older, Disabled, Limited English proficiency or low literacy skills, Resides in a rural area, Veteran, Low employment

prospects, Failed to find employment, Homeless or at risk of homelessness) through quarterly progress reports.

5. THE RATIO OF ELIGIBLE INDIVIDUALS IN EACH SERVICE AREA TO THE TOTAL ELIGIBLE POPULATION IN THE STATE. (20 CFR 641.325(A))

The Idaho counties and “Ratio of Eligible Individuals” (55 years old and over and below 125% poverty) are listed in SCSEP Table 9: Relative Distribution of Eligible Individuals.

SCSEP Table 9: Relative Distribution of Eligible Individuals

Urban and Rural Counties	Population of Individuals 55+	Ratio of Eligible State Population (est. 508,046)	Greatest Economic Need	Minorities	Limited English Proficient	Greatest Social Need
Ada (U)	118,760	23.38%	6,395	33,350	2,691	1,552
Adams (R)	2,061	0.41%	130	N/A	5	N/A
Bannock (U)	21,774	4.29%	1,488	1,694	445	345
Bear Lake (R)	2,030	0.40%	103	N/A	17	N/A
Benewah (U)	3,589	0.71%	221	N/A	20	N/A
Bingham (R)	11,736	2.31%	694	7,197	286	N/A
Blaine (R)	7,698	1.52%	341	N/A	457	N/A
Boise (R)	3,505	0.69%	192	N/A	5	N/A
Bonner (R)	18,027	3.55%	1,406	2,050	46	N/A
Bonneville (U)	27,177	5.35%	1,426	10,181	599	N/A
Boundary (R)	4,378	0.86%	300	N/A	0	N/A
Butte (R)	1,035	0.20%	51	N/A	1	N/A
Camas (R)	411	0.08%	48	N/A	8	N/A
Canyon (U)	52,290	10.29%	3,259	39,392	2,036	1,263
Caribou (R)	2,051	0.40%	67	N/A	44	N/A
Cassia (R)	5,891	1.16%	221	N/A	433	N/A
Clark (R)	215	0.04%	4	N/A	78	N/A
Clearwater (R)	3,790	0.75%	215	N/A	19	N/A
Custer (R)	1,979	0.39%	103	N/A	9	N/A
Elmore (R)	6,518	1.28%	534	N/A	339	N/A

Urban and Rural Counties	Population of Individuals 55+	Ratio of Eligible State Population (est. 508,046)	Greatest Economic Need	Minorities	Limited English Proficient	Greatest Social Need
Franklin (R)	3,389	0.67%	116	N/A	54	N/A
Fremont (R)	3,859	0.76%	145	N/A	147	N/A
Gem (R)	6,352	1.25%	435	N/A	233	N/A
Gooding (R)	4,452	0.88%	221	N/A	305	N/A
Idaho (R)	7,229	1.42%	569	N/A	51	N/A
Jefferson (R)	6,246	1.23%	209	N/A	174	N/A
Jerome (R)	5,685	1.12%	353	N/A	800	N/A
Kootenai (U)	50,603	9.96%	2,174	8,338	456	814
Latah (U)	9,377	1.85%	431	1,620	78	N/A
Lemhi (R)	3,674	0.72%	268	N/A	18	N/A
Lewis (R)	1,613	0.32%	164	N/A	8	N/A
Lincoln (R)	1,340	0.26%	111	N/A	130	N/A
Madison (U)	4,888	0.96%	184	N/A	98	N/A
Minidoka (R)	5,808	1.14%	372	N/A	573	N/A
Nez Perce (U)	13,464	2.65%	917	2,735	74	N/A
Oneida (R)	1,475	0.29%	73	N/A	36	N/A
Owyhee (R)	3,571	0.70%	194	N/A	326	N/A
Payette (R)	7,080	1.39%	576	N/A	148	N/A
Power (R)	2,225	0.44%	50	N/A	230	N/A
Shoshone (R)	4,958	0.96%	302	N/A	77	N/A
Teton (R)	2,789	0.55%	59	N/A	121	N/A
Twin Falls (U)	22,501	4.43%	1,533	7,808	796	425
Valley (R)	4,901	0.96%	300	N/A	20	N/A
Washington (R)	3,950	0.78%	209	N/A	166	N/A

County Population: 55 years and older, Greatest Economic Need: 55 years old or over and below 125% of poverty, Ratio of Individuals: those individuals 55 years or older and below 125% of poverty compared to the total population of Idahoans 55+, Minorities: ACS 1-Year Estimate: 65 or older, One, Two, or More Races (not including "White"), Limited English Proficient: ACS 1- Year Estimate "Limited English Speaking Households", Greatest Social Need: 65 years or older with a disability and below 125% of poverty (Census data compiled only for Ada, Bannock, Bonneville, Canyon, Kootenai, and Twin Falls counties).

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6. THE RELATIVE DISTRIBUTION OF ELIGIBLE INDIVIDUALS WHO:

A. RESIDE IN URBAN AND RURAL AREAS WITHIN THE STATE

SCSEP Table 9: Relative Distribution of Eligible Individuals

Urban and Rural Counties	Population of Individuals 55+	Ratio of Eligible State Population (est. 508,046)	Greatest Economic Need	Minorities	Limited English Proficient	Greatest Social Need
Ada (U)	118,760	23.38%	6,395	33,350	2,691	1,552
Adams (R)	2,061	0.41%	130	N/A	5	N/A
Bannock (U)	21,774	4.29%	1,488	1,694	445	345
Bear Lake (R)	2,030	0.40%	103	N/A	17	N/A
Benewah (U)	3,589	0.71%	221	N/A	20	N/A
Bingham (R)	11,736	2.31%	694	7,197	286	N/A
Blaine (R)	7,698	1.52%	341	N/A	457	N/A
Boise (R)	3,505	0.69%	192	N/A	5	N/A
Bonner (R)	18,027	3.55%	1,406	2,050	46	N/A
Bonneville (U)	27,177	5.35%	1,426	10,181	599	N/A
Boundary (R)	4,378	0.86%	300	N/A	0	N/A

Urban and Rural Counties	Population of Individuals 55+	Ratio of Eligible State Population (est. 508,046)	Greatest Economic Need	Minorities	Limited English Proficient	Greatest Social Need
Butte (R)	1,035	0.20%	51	N/A	1	N/A
Camas (R)	411	0.08%	48	N/A	8	N/A
Canyon (U)	52,290	10.29%	3,259	39,392	2,036	1,263
Caribou (R)	2,051	0.40%	67	N/A	44	N/A
Cassia (R)	5,891	1.16%	221	N/A	433	N/A
Clark (R)	215	0.04%	4	N/A	78	N/A
Clearwater (R)	3,790	0.75%	215	N/A	19	N/A
Custer (R)	1,979	0.39%	103	N/A	9	N/A
Elmore (R)	6,518	1.28%	534	N/A	339	N/A
Franklin (R)	3,389	0.67%	116	N/A	54	N/A
Fremont (R)	3,859	0.76%	145	N/A	147	N/A
Gem (R)	6,352	1.25%	435	N/A	233	N/A
Gooding (R)	4,452	0.88%	221	N/A	305	N/A
Idaho (R)	7,229	1.42%	569	N/A	51	N/A
Jefferson (R)	6,246	1.23%	209	N/A	174	N/A
Jerome (R)	5,685	1.12%	353	N/A	800	N/A
Kootenai (U)	50,603	9.96%	2,174	8,338	456	814
Latah (U)	9,377	1.85%	431	1,620	78	N/A
Lemhi (R)	3,674	0.72%	268	N/A	18	N/A
Lewis (R)	1,613	0.32%	164	N/A	8	N/A
Lincoln (R)	1,340	0.26%	111	N/A	130	N/A
Madison (U)	4,888	0.96%	184	N/A	98	N/A
Minidoka (R)	5,808	1.14%	372	N/A	573	N/A
Nez Perce (U)	13,464	2.65%	917	2,735	74	N/A
Oneida (R)	1,475	0.29%	73	N/A	36	N/A

Urban and Rural Counties	Population of Individuals 55+	Ratio of Eligible State Population (est. 508,046)	Greatest Economic Need	Minorities	Limited English Proficient	Greatest Social Need
Owyhee (R)	3,571	0.70%	194	N/A	326	N/A
Payette (R)	7,080	1.39%	576	N/A	148	N/A
Power (R)	2,225	0.44%	50	N/A	230	N/A
Shoshone (R)	4,958	0.96%	302	N/A	77	N/A
Teton (R)	2,789	0.55%	59	N/A	121	N/A
Twin Falls (U)	22,501	4.43%	1,533	7,808	796	425
Valley (R)	4,901	0.96%	300	N/A	20	N/A
Washington (R)	3,950	0.78%	209	N/A	166	N/A

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B. HAVE THE GREATEST ECONOMIC NEED

SCSEP Table 9: Relative Distribution of Eligible Individuals

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Boise (R)	3,505	0.69%	192	N/A	5	N/A
Bonner (R)	18,027	3.55%	1,406	2,050	46	N/A
Bonneville (U)	27,177	5.35%	1,426	10,181	599	N/A
Boundary (R)	4,378	0.86%	300	N/A	0	N/A
Butte (R)	1,035	0.20%	51	N/A	1	N/A
Camas (R)	411	0.08%	48	N/A	8	N/A
Canyon (U)	52,290	10.29%	3,259	39,392	2,036	1,263
Caribou (R)	2,051	0.40%	67	N/A	44	N/A
Cassia (R)	5,891	1.16%	221	N/A	433	N/A
Clark (R)	215	0.04%	4	N/A	78	N/A
Clearwater (R)	3,790	0.75%	215	N/A	19	N/A
Custer (R)	1,979	0.39%	103	N/A	9	N/A
Elmore (R)	6,518	1.28%	534	N/A	339	N/A
Franklin (R)	3,389	0.67%	116	N/A	54	N/A
Fremont (R)	3,859	0.76%	145	N/A	147	N/A
Gem (R)	6,352	1.25%	435	N/A	233	N/A
Gooding (R)	4,452	0.88%	221	N/A	305	N/A
Idaho (R)	7,229	1.42%	569	N/A	51	N/A

Urban and Rural Counties	Population of Individuals 55+	Ratio of Eligible State Population (est. 508,046)	Greatest Economic Need	Minorities	Limited English Proficient	Greatest Social Need
Jefferson (R)	6,246	1.23%	209	N/A	174	N/A
Jerome (R)	5,685	1.12%	353	N/A	800	N/A
Kootenai (U)	50,603	9.96%	2,174	8,338	456	814
Latah (U)	9,377	1.85%	431	1,620	78	N/A
Lemhi (R)	3,674	0.72%	268	N/A	18	N/A
Lewis (R)	1,613	0.32%	164	N/A	8	N/A
Lincoln (R)	1,340	0.26%	111	N/A	130	N/A
Madison (U)	4,888	0.96%	184	N/A	98	N/A
Minidoka (R)	5,808	1.14%	372	N/A	573	N/A
Nez Perce (U)	13,464	2.65%	917	2,735	74	N/A
Oneida (R)	1,475	0.29%	73	N/A	36	N/A
Owyhee (R)	3,571	0.70%	194	N/A	326	N/A
Payette (R)	7,080	1.39%	576	N/A	148	N/A
Power (R)	2,225	0.44%	50	N/A	230	N/A
Shoshone (R)	4,958	0.96%	302	N/A	77	N/A
Teton (R)	2,789	0.55%	59	N/A	121	N/A
Twin Falls (U)	22,501	4.43%	1,533	7,808	796	425
Valley (R)	4,901	0.96%	300	N/A	20	N/A
Washington (R)	3,950	0.78%	209	N/A	166	N/A

County Population: 55 years and older, Greatest Economic Need: 55 years old or over and below 125% of poverty, Ratio of Individuals: those individuals 55 years or older and below 125% of poverty compared to the total population of Idahoans 55+, Minorities: ACS 1-Year Estimate: 65 or older, One, Two, or More Races (not including "White"), Limited English Proficient: ACS 1- Year Estimate "Limited English Speaking Households", Greatest Social Need: 65 years or older with a disability and below 125% of poverty (Census data compiled only for Ada, Bannock, Bonneville, Canyon, Kootenai, and Twin Falls counties).

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C. ARE MINORITIES

SCSEP Table 9: Relative Distribution of Eligible Individuals

Urban and Rural Counties	Population of Individuals 55+	Ratio of Eligible State Population (est. 508,046)	Greatest Economic Need	Minorities	Limited English Proficient	Greatest Social Need
Ada (U)	118,760	23.38%	6,395	33,350	2,691	1,552
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Bannock (U)	21,774	4.29%	1,488	1,694	445	345
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Benewah (U)	3,589	0.71%	221	N/A	20	N/A
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Camas (R)	411	0.08%	48	N/A	8	N/A
Canyon (U)	52,290	10.29%	3,259	39,392	2,036	1,263
Caribou (R)	2,051	0.40%	67	N/A	44	N/A
Cassia (R)	5,891	1.16%	221	N/A	433	N/A
Clark (R)	215	0.04%	4	N/A	78	N/A

Urban and Rural Counties	Population of Individuals 55+	Ratio of Eligible State Population (est. 508,046)	Greatest Economic Need	Minorities	Limited English Proficient	Greatest Social Need
Clearwater (R)	3,790	0.75%	215	N/A	19	N/A
Custer (R)	1,979	0.39%	103	N/A	9	N/A
Elmore (R)	6,518	1.28%	534	N/A	339	N/A
Franklin (R)	3,389	0.67%	116	N/A	54	N/A
Fremont (R)	3,859	0.76%	145	N/A	147	N/A
Gem (R)	6,352	1.25%	435	N/A	233	N/A
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Idaho (R)	7,229	1.42%	569	N/A	51	N/A
Jefferson (R)	6,246	1.23%	209	N/A	174	N/A
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Owyhee (R)	3,571	0.70%	194	N/A	326	N/A
Payette (R)	7,080	1.39%	576	N/A	148	N/A
Power (R)	2,225	0.44%	50	N/A	230	N/A
Shoshone (R)	4,958	0.96%	302	N/A	77	N/A
Teton (R)	2,789	0.55%	59	N/A	121	N/A
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D. ARE LIMITED ENGLISH PROFICIENT

SCSEP Table 9: Relative Distribution of Eligible Individuals

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E. HAVE THE GREATEST SOCIAL NEED. (20 CFR 641.325(B))

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Lincoln (R)	1,340	0.26%	111	N/A	130	N/A
Madison (U)	4,888	0.96%	184	N/A	98	N/A
Minidoka (R)	5,808	1.14%	372	N/A	573	N/A
Nez Perce (U)	13,464	2.65%	917	2,735	74	N/A
Oneida (R)	1,475	0.29%	73	N/A	36	N/A
Owyhee (R)	3,571	0.70%	194	N/A	326	N/A
Payette (R)	7,080	1.39%	576	N/A	148	N/A
Power (R)	2,225	0.44%	50	N/A	230	N/A
Shoshone (R)	4,958	0.96%	302	N/A	77	N/A
Teton (R)	2,789	0.55%	59	N/A	121	N/A
Twin Falls (U)	22,501	4.43%	1,533	7,808	796	425
Valley (R)	4,901	0.96%	300	N/A	20	N/A
Washington (R)	3,950	0.78%	209	N/A	166	N/A

County Population: 55 years and older, Greatest Economic Need: 55 years old or over and below 125% of poverty, Ratio of Individuals: those individuals 55 years or older and below 125% of poverty compared to the total population of Idahoans 55+, Minorities: ACS 1-Year Estimate: 65 or

older, One, Two, or More Races (not including “White”), Limited English Proficient: ACS 1- Year Estimate “Limited English Speaking Households”, Greatest Social Need: 65 years or older with a disability and below 125% of poverty (Census data compiled only for Ada, Bannock, Bonneville, Canyon, Kootenai, and Twin Falls counties).

Sources: U.S. Bureau of Census, American Community Survey 5-Year Estimates, Population 60 Years And Over In The United States (2020).

U.S. Bureau of Census, American Community Survey 1-Year Estimates, Sex by Age by Disability Status (2019).

U.S. Bureau of Census, American Community Survey 1-Year Estimates, Limited English-Speaking Households (2019).

U.S. Bureau of Census, American Community Survey 1-Year Estimates, Age by Disability Status by Poverty Status (2019).

F. FORMERLY INCARCERATED INDIVIDUALS, AS DEFINED IN TEGL 17-20

On April 15th, 2021, the US Department of Labor Employment & Training Administration released Training and Employment Guidance Letter No. 17-20 that provided guidance to Senior Community Service Employment Program (SCSEP) grantees regarding updates to the priority of service provisions, durational limit waiver categories, and State Plan requirements due to the passage of the Supporting Older Americans Act of 2020, which reauthorized the Older Americans Act (OAA) and included new provisions regarding certain individuals who were formerly incarcerated or under supervision following release from prison or jail. Under TEGL No. 17-20, “formerly-incarcerated individuals” are those individuals who: 1) were incarcerated and released from prison or jail at any point within the last five years; or 2) were under supervision at any point within the last five years, following release from prison or jail. The five-year period specified in this definition refers to the five years preceding the date of first determination of program eligibility, as described in 20 CFR 641.505, for initial enrollment into the program.

The following is statewide data for Idaho (per the US Department of Justice, Office of Justice Programs, "Census of Jails, 2005 - 2019 - Statistical Tables" report. Findings in this report are based on the 2005, 2013, and 2019 Census of Jails (COJ) and are statewide (county specific data is unavailable) and the most up-to-date version available:

Idaho	
Confined inmates in local jails - 2019	4,250
Average daily admissions in Idaho jails - 2019	113,450
Percent of Idaho jail facilities that provide prerelease/work release	88.0%
Percentage of Idaho prisoners aged 55+ (2015)	10.74%

Idaho	
Number of Idaho prisoners aged 55+ (2015)	781

References:

Zhen Zeng, Ph.D., and Todd D. Minton, BJS Statisticians. US Department of Justice, Office of Justice Programs, Bureau of Justice Statistics. "Census of Jails, 2005 - 2019 - Statistical Tables". October 2021.

Widra, Emily. Prison Policy Initiative. "Since you asked: How many people aged 55 or older are in prison, by state?". May 2020.

7. A DESCRIPTION OF THE STEPS TAKEN TO AVOID DISRUPTIONS TO THE GREATEST EXTENT POSSIBLE, WHEN POSITIONS ARE REDISTRIBUTED, AS PROVIDED IN 20 CFR 641.365; WHEN NEW CENSUS OR OTHER RELIABLE DATA BECOME AVAILABLE; OR WHEN THERE IS OVER-ENROLLMENT FOR ANY OTHER REASON. (20 CFR 641.325(I), 641.302(B))

Strategy: ICOA will collaborate with partners to reduce negative impacts of redistribution, new Census or over-enrollment.

Planned Action:

ICOA will negotiate participant’s transfers with national grantee when USDOL’s releases the authorized positions, will update target employment areas based on, Census and labor market reports, and reviews quarterly progress reports and works with one-stop partners and SCSEP contractor to address over-enrollment.

PERFORMANCE INDICATOR APPENDIX

ALL WIOA CORE PROGRAMS

The Departments determined that the Effectiveness in Serving Employers indicator will be measured as a shared outcome across all six core programs within each state to ensure a holistic approach to serving employers. The Departments will continue piloting approaches for measuring this indicator for the first two years of PY 2020-2023 plans. Therefore, states are not required to submit an expected level of performance for the Effectiveness in Serving Employers indicator for PY 2020 and PY 2021. However, core programs are expected to collect data and report on this indicator for PY 2020 and PY 2021 as they did for PYs 2016-2019 plans.

Performance Goals for the Core Programs

Each state submitting a Unified or Combined State Plan is required to identify expected levels of performance for each of the primary indicators of performance for the first two years covered by the plan. The state is required to reach agreement with the Secretary of Labor, in conjunction with the Secretary of Education, on state-negotiated levels of performance for the indicators for each of the first two years of the plan.

For Program Year (PY) 2016-2019 plans, the Departments used the transition authority under section 503(a) of WIOA to designate certain primary indicators of performance as “baseline” indicators to ensure an orderly transition from the requirements of the Workforce Investment Act of 1998 to those under WIOA. A “baseline” indicator was one for which states did not